

This edition of **Certification Corner** features news about the national job analysis... and the national membership survey shows strong support!

Certification Corner

by **Elliot Greene**

The Certification Program's major event during the past three months was the meeting of the Job Analysis Advisory Committee on May 4, 5 and 6.

The Job Analysis Advisory Committee is composed of the nine members of the Steering Committee and three additional persons to expand expertise and further broaden representation. These three individuals are: **Jeffrey Maitland, Ph.D.**, (Scottsdale, AZ), Faculty Chair of the Rolf Institute and a practicing Rolfer; **Mary Grassel, B.S.**, (West Allis, WI), a state officer of the International Myomassethics Federation (IMF) and a massage therapist who utilizes deep tissue work in her private practice; and **Nandi Dubitsky**, (Melbourne, FL), Chair of the Education Committee of the Florida State Massage Therapy Association (FSMTA) and a member of the American Oriental Bodywork Therapy Association (AOBTA).

The purpose of the job analysis is to determine what is entry-level, competent practice of massage therapy/bodywork. It will provide detailed information about what massage therapists do on the job and the knowledge, skills and abilities needed for competent practice. This information will be used to draw up a blueprint for the development of the certification exam. For a more detailed description of the job analysis, please see the recently published *Massage Therapy in the 90's: Issues of Professional Development*, pages 7-9.

The role of the Job Analysis Advisory Committee is to provide expertise and a comprehensive, national perspective of the field to guide the consultants assigned by our contractor, **Joan Knapp and Associates**, to work on the job analysis. Before the meeting, Joan Knapp and Associates developed a first draft inventory of essential tasks, knowledge, and abilities used in massage therapy/bodywork. This was based on an extensive literature review of the field and intensive on-site interviews of practicing massage therapists.

The Committee, in conjunction with the consultants, reviewed and revised the draft inventory. The Committee recommended rating scales to be used in the survey. For example, tasks can be judged according to frequency used in practice or importance to practice or both. A draft list of demographic characteristics was reviewed. Typical information sought on job analysis surveys is gender, age, educational background, practice settings, years of experience, types of disciplines used in practice, etc.

The next major step in the job analysis, after pilot testing and further revision, will be the actual conducting of the national survey. The survey is the key element of the job analysis. In the latter half of June the surveys will be mailed to up to 5,000 randomly selected massage therapists (some will be AMTA members, some members of other organizations, and some unaffiliated) for their input and judgement. After the

surveys are filled out and mailed back, they will be extensively analyzed and a report - a national study on the practice of massage therapy/bodywork - will be issued.

"I like what happened," said Rolf Institute Faculty Chair Jeffrey Maitland. "I appreciated the commitment to be inclusive and work cooperatively. This is an exciting development and direction that's taking place."

The Chair of the Job Analysis Advisory Committee, **Susanne Carlson**, a veteran of dozens of job analyses done for other professions, commented that the Committee members had a high level of willingness to listen to and incorporate the ideas and views of others in the group. "Having a diversity of philosophies and paradigms has enhanced the process," she remarked. "The greater depth and quality ultimately results in the test and the whole Certification Program being stronger."

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Thank you for the support for the National Certification Program shown in the AMTA national membership survey! The actual results were 76% in support, 5% not in support, and 19% not sure or didn't answer. A support rate of over 65% is considered to be very high. ♦